1954-56 **File No.** 9697/36 V

B CLASS P. W. **DEPARTMENT**

E **BRANCH** (III) & (1)

Subject:— Establishment

States merged in Bombay Province

Rules regarding Employment etc. of.

B [K] 1950

File No. 9697/36 V

Ftd. Sectt. Slip 91 A

E BR (III) & (1)

G R., G* D., No. 2408, dated 22-5-22.]

Correspondence

DOCKET SHEET (B)

V

Subject :—

File No. 9697/36

P. W **DEPT.**

E. **BRANCH.** (III) & (I)

References :—

Separated from Main file B[M].

Date.	To whom sent.	Notes and instructions.

25.	Mr.R.N.Ganu	March 1905	Non-Matric	-	Workcharged mistry	Pay 40 D.A.22-8	-do-	Workcharged mistry (56-3-85-4--105)
26.	Mr.M.G.Mane	Notknown	Not known	-	Tempy;Peon	Pay 15/- D.A. 22-8	1-0 -do-	Khalasi. (30-½-35)
27.	Mr.H.D.Mulla	6-3-1917	Not educated.	-	Permanent Peon	Pay 16/- D.A. 22-8	8 -0 Approx.	Temporary Peon. (30-½-35)
28.	"B.K.Kuber	11-2-1913	Vernacular Final.	-	Workcharged mistry/	Pay 23 D.A.22-8	8-0 -do-	Workcharged mukadam. (35-1-60)
29.	Mr. SAVNOR STATE.							
29.	Mr.C.N.Kulkarni	28-3--1915	K. Non-Matric	-	Permanent Mistry.	Pay 20 D.A. 9	5-0 -do-	Karkun (46-3-35).
30.	Mr.N.H.Haji	2-3-1907	IV Std. Kannada	-	Permanent Peon	Pay 14/- D.A: 8	4-0 -do-	Chowkidar (30-½-35)

P. T. O.

KUNDGOL STATE.

50)	Mr.D.B.Khule	Age28years approximately.	III Std. Marathi.	-	W.C. Mukadam	Pay.16-4-0 TAP.6/- D.A. 15/-	10-0 Approx	Services terminated from 1-4-49 after giving 3 months' notice.	Not found suitable.
51	Mr.H.L.Mulla	-do-27 -do-	IV " Kannad.	-	-do-	Pay 11-4-0) TAP.4-0-0) D.A.15-0-0)	2-0 approx	-do-	-do- -do-
52	Mr.M.L.Mulla	-do- 24-do-	Can read and write	-	W.C.Boy Peon	Pay 7/- TAP 2/- D.A. 15/-	3-0 (Approx)	Services terminated from 1-3-48 i.e.before merger.	
	Kx. Kx. Gudger State.								
53	Mr.M.B.Gokhale	1888	V Marathi	-	Permanent mistry.	Pay 30) TAP 16) D.A.15)	5-0 -do-	Permanent retired from 25-12-48A.N.	Re-appointed from 26-12-48 to 31-3-49 and thereafter services terminated being more than 55 years old.
54	Mr.Sangu Mane Tonkar.	1918	Knows Marathi& Kannada	-	Permanent Peon	Pay 11) D.A. 16)	5-0 -do-	Services terminated from 6-4-49.	Declared unfit by the Sub Assistant Surgeon, Hubli.
	KK. SHIRAHATTI STATE.								
55	Mr.Y.V.Vaidya	28-7-92.	Not Educated.	-	Permanent Mistry.	Pay 30/- P.Allow.10 C.A.7-8-0 D.A. 22-8-0	(18-0 (-do-	Permitted to retirefrom service from 1-4-49 after giving three month notice.	
	SAVNUR STATE								
56	Mr,G.S.Chowdhari	14-3-92	Poona D.C.E. (S.O.Exam).	-	Permanent Overseer.	Pay 75- PTA.15	35-0- (-do-)	Permitted to retire from 1-4-49 after giving three minths' notice	Was already more than 55 years old.

57.	Mr.H.K.Kalkarni.	5-2-1893.	~~XXXXXXXXXX~~ NOn-Matric	~~XXXXXXXXXX~~	Permanent Clerks.	Pay 20) DA/8 9)	4-0 -do-	Permitted to retire from 1-4-49 after giving three months' notice	Was already more tha 55 years old.
58.	Mr.K.~~XS~~.Manoli.	17-2-1896.	D.C.E. Bangalore		Temporary Sub-Overseer.	Pay-100) PTA.25-8) DA. 22-8)	1-0 (Approx).	Services terminated from 1-2-49 in view of G.M. (P & S.D.) No. 1553/34-D,dt. 23-7-46. (Confdl.)	

Id/-
28-4-

Sd/-
Superintending Engineers S.C.

Letter.

From:

The Superintending Engineer;
Southern Circle, Belgaum.

To

The Secretary to Government,
Public Works Department,
BOMBAY.

NO.G-108.

Public Works Department,
Belgaum: 29th April 1949.

Subject:-Absorption of officers & Servants of the State which have been intergrated with the Provinces of Bombay.
Reference:G.C.M.(P.W.D.) No. 9697/36, dated 4-10-48 & para 3 of this office No.G-108,dt.19-11-48.

A statement showing the state subordinate staff absorbed in this Department and the staff discharged from services for the reasons noted against each is enclosed herewith.

2.

2. There are 6 inspection bungalow in the Sawantwadi Satate each being in charge of a permanent state servant. But no provision has been made for these state servants in G.R.P.W.D. No. 9804/36; dated 29-9-1948. As the services of these servants are necessary, they have been and will be continued in service on the work charged establishment.

Sd/-
Superintending Engineer,S.C.
Id/- 28-4-

Copy together with a copy of the list, forwarded with compliments, to:-

(1) the Chief Administrator, Sangli.
(2) the Collector of Ratnagiri, & Chief Administrator Sawantwadi, Ratnagiri,
(3) the Collector of Bijapur & Chief Administrator Ramdurg,Bijapur
(4) the Collector of Dharwar & Chief Administrator, Kundgol, Shirhatti,&, Dharwar;.

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for information.

Letter.

No.L.S.T.202
Bijapur, 29-5-1949

The Superintending Engineer, S.C.,
Belgaum.

Subject: Absorption of State servants.

Reference: Your letter No.G-108 of 29-4-49 to Govt.(PWD) copy to this office.

The statement accompanying your letter under reference does not include the staff of Ramdurg state which is attached to this district. It is requested that a copy of the statement showing the P.W.D. staff of Ramdurg finally absorbed or discharged, may please be supplied to this office.

Sd/- x x x
for Collector, Bijapur & C.A.

Below letter No.E.S.T.202 from the Collector, Bijapur & C.A. to the Superintending Engineer, S.C. regarding Absorption of State servants.

*Copy attached

URGENT.

No. G-108/Merger//

Public Works Department,
Belgaum: 18 June 1949.

Copy forwarded with compliments to the Executive Engineer, Belgaum Division with a request to forward to the --

(1) Chief Administrator, Sangli;
(2) The Collector of Bijapur & Chief Administrator for Ramdurg;
(3) The Secretary to Government, P.W.D. Bombay;

a statement of subordinate staff of the Sangli & Ramdurg States absorbed in this Department and the staff discharged with reasons noted against each. The state-ment should please be compiled in the accompanying form and a copy also sent to this office. Information regard-ing Sawantwadi State has already been furnished.

Accompts:

1 Statement.

Superintending Engineer, S.C.

GDT.

Copy ....

Copy forwarded with compliments to the Collector of Bijapur & Chief Administrator for Ramdurg for information.

.....

Copies forwarded with compliments to -

the Secretary to Government, Public Works Department, Bombay,

the Chief Administrator for Sangli,

for information with reference to this office No.G-108 dated 29-4-49.

P.W.D.

E.B(II)

Submitted for information.

Record.

25/6/49

E(II)21/6

9697/36.

40421

Statement showing details of State Servants discharged and absorbed in the Provincial Public Works Department

Sr. No.	Names	Date of birth	Educational qualification.	Previous Experience	Post held immediately before merger (Permt.on Temp.)	Last pay drawn before merger	Length of service prior to merger.	Cadre in which proposed to be absorbed with pay recommended.	Remarks.
					6	7	8	9	10
			Staff absorbed in the P.W.D.						
	[illegible] Khadilkar	5-8-1909	D.C.E.	In Sangli State P.W.D. from 7.3.41 to date of absorption	Permanent Overseer	Pay Rs.95 P.T.A." 22½ D.A. " 22½	7-0-0	Overseer in the grade of Rs.80-5-100-8-140-10-220-10-270 as may be revised in the prescribed scale.	
2.	Mr.Yeshwant Vishnu Ranade	1.9.1910	Studied up to V English	Maistry in the State	Permanent Maistry.	Pay Rs.45 P.T.A. 7½ D.A. 22½	10-0-0	Maistry in the grade of Rs.55-3-85-4-105 -do-	
3.	Mr.Khachu Ramchandra Bandekar.	7.3.1895	Marathi III [illegible]	Peon	Permanent Peon.	Pay Rs.16 D.A. "23½ (no grade)	22-8-0	Khalasi to Overseer in the grade of Rs.30-1-35 on Rs. 30/-	
4.	Mr.Venktesh Ramchandra Mutalik	8.6.1922	Non-Matric	Karkun and Maistry	Work-charged Maistry "	Pay Rs.23 D.A. "22½ (no grade)	4-3-0	Mustering Karkun in the grade of Rs.46-3-85 on Pay Rs. 46/-	
5.	Narayan Vishnu Raikar	Not known	Not known	Peon whether permt or Temp.not known.	Not known	Not known	Not known	Khalasi to overseer in the grade of Rs.30-1-35 on Rs. 30/-	Prior to the absorption of these two persons in this Dn. from 23.2.49 they were working as peons in the office of the Mamlatdar, Shahapur hence their details may please be obtained from the Mamlatdar Shahapur directly.
6.	Rama Bharma Godse	-do-	-do-	-do-	-do-	-do-	-do-	-do- -do-	

Sangli State (Shahapur) Staff discharged							
.....Nil.....							
Kurundwad Junior (Vadgaon) staff ~~dis~~ absorbed.							
.....Nil.....							
Kurundwad Junior (Vadgaon) staff discharged.							
.....Nil.....							
Kurundwad Senior (Angol)							
Staff absorbed.							
.....Nil.....							
staff discharged							
.....Nil.....							
Ramdurg State (taken over from 21.11.1948)							
Staff absorbed.							
1. Mr.R.A.Kulkarni	10.8.1913	B.E.Civil	State Engineer Kurundwad from Aug.1935 to 18.11.43 & Additional Engr. Ramdurg from 18.11.43 and State Engr, from 1.3.1947	Permanent State Engr.	Pay Rs.265 D.A. " 44 (Pay includes Rs.125 as Irrign. allowance.)	From Aug.1935 8-3-0 From 18.11.43 3-3-13 in Ramdurg State.	Officiating Sub-Divisional Officer in the grade of Rs.220-15-400 E.B.20-500.EB 25-600 on Rs.140 pay + Rs.125/- as Irrigation allowance.
2. " V.B.Kulkarni	24.12.1911	Matric State Dept Sub-Service Exam.Special Exam.of PWD Accountancy	15 years as Store Clerk and State Accountant.	Permanent (P.W.D) State Accountant	Pay Rs.42/- D.A.Rs.25/- (Scale 30-5/3-50)	from 8.7.1932 15 years.	Clerk in the grade of Rs.92-8-140 on Rs. 92/- p.m.

3.	Mr.S.S.Desai	25.11.1911	Matric State Dept. Sub-service Exam.	1937-39 Audit office clerk 1939-41 Nyaya-dhish office clerk 1941-43-Fry. Pre-audit cl. 1943-44-Mamlatdar Office clerk	Permanent Irrigation Clerk	Pay Rs.28 D.A." 25 (20-5/4-40)	from 1.5.37 10-10-0	Clerk inthe grade of Rs.55-3-85-4-105 on Rs.55
4.	" P.P.Aribenchi	15.4.1921	Matric Dept.Sub-Service Exm	from 5.2.42 to 16.3.42 as Section writer in Nyayadhish Court & from 16.3.42 clerk in P.W.D.	Permanent clerk	Pay Rs.24/- D.A. " 25/ (20-5/4-40)	from 5.2.42 6--1-0	-do-
5.	" R.A.Ghorpade	8.3.1902	Marathi LV. English III	As Mucadam from 24.11.21 to 31.5.43 & Maistry from 1.6.1943	Permanent Maistry (B.& R.)	Pay Rs.22/ C.A. " 8/ D.A. " 25 (20-3/2-24)	from 1.6.43 4--9-0	Maistry in the grade of Rs.55-3-85-4 105 on Rs.55
6.	" N.V.Inamdar	5.5.1915	Kannad VI English IV	P.W.D.Mucadam in State from 16.3.44 to 31.11.47 and Maistry from 1.12.1947	Permanent Maistry Irrigation	Pay Rs.20/ Irrign allowance 8/ D.A. 25/ 20-3/2-25	from 1.12.47 0--3-0	-do-
7.	" S.B.Mane	3.2.1921	Vernacular Final in Marathi & 2nd year drawing.	Nil	Permanent Tracer	Pay 15/- D.A.25/- (15-5/3-30)	from 1.9.44 3--5-0	Tracer in the grade of Rs.46-3-85 on Rs. 46/- p.m.
8.	" Dhondu Gopal Kadam	Notknown 50 year	nil	hil	Permanent peon	Pay Rs.10 D.A. 25/ (9-1/10-11)	from 1.9.1937 10--5-0	Peon on Rs. 30/- p.m. grade 30-½-35

Statement showing details of State Servants discharged and absorbed in the Provincial Public Works Department

S.No.	Names	Date of birth	Educational Qualification.	Previous Experience	Post held Immediately before merger (Permt.or Temp.)	Last pay ~~merger~~ drawn before merger	Length of service prior to merger.	Cadre in which proposed to be absorbed with pay recommended.	Remarks.
1	2	3	4	5	6	7	8	9	10
	Sangli state	Shahapur	Staff absorbed in the P.W.D.						
1.	Mr.Chintaman Vasudev Khadil-	5-8-1909	D.C.E.	In Sangli State P.W.D. from 7.3.41 to date of absorption	Permanent Overseer	Pay Rs.95 P.T.A." 22 D.A. " 22½	7-0-0	Overseer in the grade of Rs.80-5-100-8-140-10-220-10-270 as may be ~~revised~~ in the prescribed scale.	
2.	Mr.Yeshwant Vishnu Ranade	1.9.1910	Studied up to V English	Maistry in the State	Permanent Maistry.	Pay Rs.45 P.T.A. 7½ D.A. 22½	10-0-0	Maistry in the grade of Rs.55-3-85-4-105 -do-	
3.	Mr.Khachu Ramchandra Bandekar.	7.3.1895	Marathi III ~~XXXX~~	Peon M	Permanent Peon.	Pay Rs.16 D.A. "23½ (no grade)	22-8-0	Khalasi to Overseer in the grade of Rs.30-½-35 on Rs. 30/-	
4.	Mr.Venktesh Ramchandra Mutalik	8.6.1922	Non-Matric	Karkun and Maistry	Work-charged Maistry	Pay Rs.23 D.A. "22½ (no grade)	4-3-0	Mustering Karkun in the grade of Rs.46-3-85 on Pay Rs. 46/-	
5.	Narayan Vishnu Raikar	Not known	Not known	Peon whether permt or Temp.not known.	Not known	Not known	Not known	Khalasi to overseer in the grade of Rs.30-½-35 on Rs. 30/-	Prior to the absorption of these two persons in this Dn. from 23.2.49 they were working as peon in the office of the Mamlatdar, Shahapur hence their details may please be obtained from the Mamlatdar Shahapur directly.
6.	Rama Bharma Godse	-do-	-do-	-do-	-do-	-do-	-do-	-do- -do-	

9.	Mr.Dastgir Gaibu Panhalgad	15.4.1908	Nil	From 1.2.30 to 18.1.31 as Mamlatdar's peon from 19.1.31 to 10.4.43 as Diwan office peon & from 10.4.49 peon in P.W.D.	Permanent Peon	Pay Rs.9 D.A. "25 (8-1-10)	from 1.2.1930 18-9-0	Peon on Rs.30 in the grade of Rs.30-5-35	
10.	Mr.F.M.Karigoud -annawar	Notknown 18 Years	Nil	Nil	Temporary Boy-peon	Pay Rs.6/- D.A. "25/-	from 1.9.47 0--6-0	Chowkidar -do- -do-	
11.	Mr.R.S.Kulkarni,	19.6.1898	Vernacular Final Mara -thi. Survey Dept Exam. Studied upto VI std. English	Cadustrial Surveyor from 1.3.30 to 1944. From 1944 in State P.W.D.	Permanent Sub-Overseer	Pay Rs.75/- D.A." 35/-	from 1.3.30 (18 years)	Rs.80/- p.m. in the grade of Rs.80-5-100-8-140-10-220-10-270.	Subsequently transferred as Surveyor to the Office of the Superintendent of Land Records, Bijapur from 1.4.1949.
	Staff discharged.								
	.....Nil.....								
				Sawantwadi State					
	Staff absorbed.								
1.	Mr.C.B.Deostali	4.2.1908	B.E.Civil Bombay Univ- ersity.	State Engr. from 3.1.1944	Permanent State Engr.	Pay Rs.190 (150-10-2-200)+cycle allowance Rs.10/-p.m	(1-1-1944) 4-6-0	Officiating Sub-Divisional officer in the grade of Rs.220-15-400-EB-20-500-EB-25-600 on Rs.	190/-p.m.

3.	Mr.S.G.Sawant	8.12.1944	D.M.E., D.E.E., A.M.I.E.T., (London Civil)	R.I.N.Dock-yeard Bombay practical for 4 months: BEST-3 months 7 years in State P.W.D. & one year in State Power House.	Permanent Overseer	Rs.90/-(75-5-100) D.A.35/- (120-10-8-160)	9--4--0	Overseer Permanent (Pay not known	Subsequently absorbed in the Electrical Dn.
3.	" M.B.Warang	19.2.1906	Passed Vth Std.English Lower Subordinate Ludiyana Institute	D.M.for 8 years in M.E.S. D.M.for 5 " & Supervisor with M/s. Gannam & Co., at Karachi & Poona.15 years as Supervisor Architect in 3 years in State P.W.D.as Overseer	Temporary Overseer	Rs. 75/- (fixed) D.A.Rs.35/-	2--7-0	Sub-Overseer on Rs.70/- p.m. in the grade of Rs.70-3-85-4 105-5145.	
4.	Mr.Sk.Mahamad Shaik Abdu	6.8.1898	IIIrd grade Arts Exam. of J.J.Scho-ol of Arts Bombay & Manual Tracing of -do-	Building contractor for 14 years	Permanent Draftsman	Rs.40/- (25-1-40) D.A.25/-	0--4-0 22--9-0	Tracer on Rs.46/-p.m. in the scale 46-3-85-4-105.	
5.	Mr.T.B.Sawant	30.3.1894	Non-Matric Abkari Dept Exam.	[illegible]	Permanent Accountant	Rs. 41/- (22-1-40) D.A.25/-	33--6--0	Clerk Senior on Rs.48/- in the grade of Rs.92-8-140.	Retired from service after the Sawantwadi State has

				Karkun in Audit office 10 months Karkun in State P.W.D. 10 months & then cadidate in Vaxination Department.			8--9-0		
12.	Mr.S.Y.Kothawale.	11-10-1896	Nil	-	Permanent Naik	Rs12/- (10-1-20) fixed D.A.35/-	31-11-0 8--9-0	Peon on Rs.30 in the scale 30-1-35	
13.	" N.K.Bhoi	15.4.1917	Marathi V.	-	Permanent Peon	Rs. 10/- fixed D.A.25/-	13--7-0	-do-	
14.	" V.B.Madwal	4.3.1906	Reads & writes Marathi well.	-	-do-	-do-	24--6-0	Khalashi -do-	
15.	" B.A.Disouza	17.8.1925	Marathi IV	-	Peon	-do-	3--4-0 8-10-0	Offg.Chowkidar -do-	
16.	" Fakirbeg Isacbeg	23.12.26	Marathi IV	-	Peon	-do-	1--5-0	Khalashi -do-	
17.	" N.S.Anavkar	21.7.1907	Studied up to Matric	4 years in M. E.S.as D.M. 10 years as Constractor	Permanent Sub-Overseer	Rs.75/- (65-2-75) D.A.35/-	5--7-0	Sub-Overseer on Rs.70/- p.m. scale: 70-3-85-4-105-5-145.	
18.	" N.L.Mainkar	8.7.1917	Vernacular Final, IInd year trained	-	Permanent office Karkun	Rs.21/- (20-1-30)	10-10-0 (Supply Dept)	-	At just he was served with 3 month notice, but subsequently taken up in the Supply Dept.

				In State Revenue Officer 2 years. Collector's office 2 years Account office 15 years.				been taken over by the Belgaum Division.
6.	Mr.J.S.Gavade	5.12.1898	Non-Matric Sub-Service Departmental Exam.	Forest Dept. 3 years Education Dept. 3½ years	Permanent Head Clerk	Pay Rs.34 (22-1-40) D.A.Rs.25/-	25-11-0	Junior Clerk on Rs.46/- in the grade of Rs.46-3-85-4 105-8-140.
7.	" R.L.Thombre	28-12-192	-do-	2 years as clerk in Diwan Office. Petha office Kudal 3 years & rest P.W.D.	Permanent Account clerk	Pay Rs.23/- (22-1-40) D.A.25/-	8-10-0	-do-
8.	" N.N.Khanvilkar	5-9-1899	III grade Art Exam. of Bombay.	Draftsman in state P.W.D. for 2 years & thân in Sub-En in P.W.D.	Permanent Sub-Overseer	Rs.46/- fixed. D.A.25/-	26--9-0	Maistry on Rs.55/-p.m. scale Rs.55-3-85-4-105.
9.	" Y.B.Savant	26-4-1907	Marathi VI English V	As Maistry in P.W.D.	Permanent Maistry	Rs.22/- (20-1-30) D.A.25/-	8--0-0	Karkun on Rs. 46/- p.m. In the scale 46--3-85-4-105.
10.	" S.S.Dalvi	16.11.1917	Marathi IV English III	Mustering Karkun in state P.W.D. for 7 years. As clerk one year. As Maistry 3 years	Permanent Maistry	Rs.22/- (20-1-30) D.A.25/-	2--7-0	Karkun on Rs. 46 P.M. -do-
11.	" G.R.Patki	18.11.1917	Upto VI std. English.	As clerk with thr pleader	Office Karkun	Rs. 21/- -do-	2--8-0	-do-

No.G.-108/Merger.

Executive Engineer's office,
Belgaum, July 1949.

To

The Chief Administrator, Sangli.
The Secretary to Government, P.W.D., Bombay.
The Collector of Bijapur & Chief Administrator for Ramdurg.

Subject:- Absorption of State Servants.

Reference: Correspondence resting with Superintending Engineer, S.C., Belgaum's letter No.G-108/Merger/1 of 18.6.1949.
P.213

A statement showing the list of State servants in the Sangli, Ramdurg and Sawantwadi states, absorbed in the Bombay Public Works Department (in the Belgaum Division) and those discharged from service, is enclosed herewith as desired.

B. Krishnamurthy 14/7

Executive Engineer,
Belgaum Division.

Copy forwarded with compliments to the Superintending Engineer, S.C., Belgaum for information.

Copy with a copy of the statement forwarded, with compliments to the Collector and Chief Administrator, Belgaum for information with reference to his letter No.EST-1010 of 26th May 1949.

Copy with a copy of the Statement forwarded with compliments to the Collector of Ratnagiri and Chief Administrator of Sawantwadi for iformation with reference to his letter No.MSS/SR/864 of 22.6.1949.

RNG.12.7.

MIRAJ WATER WORKS, MIRAJ.

Sl. No.	Name of Incumbent.	Present status i.e. whether permt., temp. or work-charged. Status	Years of service.	Present Pay	Cadre or designation in which absorbed - 1-12-48.	Scale of pay.	Pay fixed.	Date of next increment.
1.	Mr. Krishnaji Ganesh Joshi.	Permt.	21	Pay 100/- Spl. 50/- Allow.	Overseer.	80-5-100-8-140-10-220-10-270.	140/-	1-12-1949.
2.	Mr. K.G. Sane.	-do-	10	50/-	Clerk.	46-3-85-4-105.	61/-	-do-
3.	Mr. S.G. Ghanekar.	-do-	5	25/-	-do-	-do-	55/-	-do-
4.	Mr. Keshav Ganu Mane.	-do-	1	15/-	Peon.	30-1/2-35	30/-	1-12-1950.

-o-o-o

Office Order No. 147 of 1949,

Poona 1, 15th July 1949.

The Miraj Water Works, with the staff working thereunder, having been taken over by the Public Health Circle, as per Government orders contained in G.L., P.W.D. No.9430/36-M, dated 5-7-1948, the Public Health Engineer to Government of Bombay, Poona, is pleased to absorb the services of the ~~Extra~~ Personnel (as given in the attached statement) in the cadres and designations shown against each. He is further pleased to fix the pays of the Personnel in accordance with the orders contained in G.R., P.& S. Deptt. No. 2735/46-II, dated the 20th May 1949. The revised pay fixed against each, should take effect from 1st December 1948 in accordance with para. 2 of G.R., P.& S. Deptt. No. 2735/46, dated 28-3-1949.

Sd/- S.E.Wadia,
Public Health Engineer
to Government.

D.A. 1 statement.

.....

No. 7202 of 1949,

Poona 1, 15th July 1949.

Copy, together with a copy of the statement, forwarded with compliments, for information, to:-

(1) The Secretary to Government, Political and Services Department, Bombay, with reference to G.R., Pol. & Services Deptt. No. 2735/46-II, dated 20-5-1949.

(2) The Secretary to Government, Public Works Department, Bombay, with reference to G.C.M., P.W.D. No. 9697/36, dated the 4th October 1948.

(3) The Accountant General, Bombay.

(4) The Chief Administrator, Sangli.

Public Health Engineer
to Government.

D.A. 1 statement.
DWK/12-7-49.

Copy, together with a copy of the statement, forwarded with compliments, to:-

(1) The Executive Engineer, Karnatak Sanitary Divn., Dharwar.

(2) The Sub-Divisional Officer, Miraj Sanitary Sub-Divn., Miraj.

Joi: disposal pl one sl No 47321

Lioc
(illegible)

9697/36.

47315

SAWANTWADI WATER WORKS.

S.No.	Name of incumbent.	Present status i.e. whether permanent temporary, or work workchaged. Status	Years of completed service.	Present pay.	Address or designation in which absorbed.	Scale of pay.	Pay fixed on 1-12-48.	Date of next increment.
1	2	3	4	5	6	7	8	9.
1.	Mr. B.K. Desai.	Permanent.	21	60/-	Overseer. (Kundgol).	80-5-100-8-140--10-220-10-270.	85/-	1-12-1949.
2.	Mr. P.Y. Maistry.	- do -	18	24/-	Fitter.	55-3-85-4-105.	55/-	1-12-1949.
3.	" M.S. Patankar.	- do -	5	21/-	-do-	55-3-85-4-105.	55/-	1-12-1949.
4.	" N.V.Savant.	- do -	22	15/-	Turnkey. (Lineman Amboli).	30-½-35.	30/-	1-12-1950.
5.	" D.N.Gawade.	- do -	13	13/-	Turnkey. (Lineman Sawantwadi).	30-½-35.	30/-	1-12-1950.
6.	" D.M. Sawant.	- do -	2	11/-	Chowkidar. (Watchman).	30-½-35.	30/-	1-12-1950.
7.	" S.Z.Dhuri.	- do.-	6	11/-	Chowkidar. (Watchman).	30-½-35.	30/-	1-12-1950.
	Temporary Establishment.							
8.	" M.V.Akerkar.	Temporary.	2	21/-	Karkoon.	46-3-85/	46/-	1-12-1949.
9.	" K.B.Sawant.	- do -	1	10/-	Coolie	30-½-35.	30/-	1-12-1950.
10.	" B.L. Naik.	- do -	1	10/-	Coolie.	30-½-35.	30/-	1-12-1950.

DGG/15.7.49.

Public Health Engineer to Government.

Office Order No. 155 of 1949.

Poona-1, 16th July 1949.

The Sawantwadi Water Works, with the staff working thereunder having been taken over by the Public Health Circle as per orders contained in Government Circular Memorandum P.W.D. No. 9738/36, dated 23-7-1948 the Public Health Engineer is pleased to absorb the services of the personnel (as per statement attached) in the cadres and designations shown against each. He is further pleased to fix the pays of the personnel in accordance with the orders contained in Government Resolution, Political & Services Department No. 2735/46-II, dated the 20th March 1949. The revised pay fixed against each should take effect from 1st December 1948 in accordance with para 2 of Government Resolution, Political & Services Department No. 2735/46, dated 28th March 1949.

S.E.Wadia.

Public Health Engineer to Government.

DGG/15.7.49.

No. 7250 of 1949.

Poona-1, 16th July 1949.

Copy forwarded with compliments to the Secretary to Government, Political & Services Department, Bombay, for information with reference to Government Resolution, Political & Services Department No. 2735/46-II-B dated 20-5-1949.

Copy forwarded with compliments to the Secretary to Government, Public Works Department, Bombay, with reference to Government Circular Memorandum P.W.D. No. 9697/36, dated 4-10-1948.

Copy forwarded with compliments to the Accountant General, Bombay.

Copy forwarded with compliments to the Chief Administrator

Public Health Engineer to Government.

DGG/15.7.49.

Copy forwarded with compliments to the Executive Engineer, Karnatak Sanitary Division, Dharwar, for information.

KURUNDWAD WATER WORKS.

Sl. No.	Name of Incumbent.	Present status i.e. whether Permt. Temp. or work-charged. Status	Years of service.	Present pay.	Cadre or Designation in which absorbed from 1-12-48.	Scale of Pay.	Pay fixed from 1-12-48.	Date of next increment.
1.	2.	3.	4.	5.	6.	8.	8.	9.
	(I) Kurundwad Water Works.							
1.	Mr. Chand Mohamad Golandaj.	Permt.	6	34/-	Driver.	60-4-100.	60/-	1-12-1949.
2.	" R.T.Kulkarni.	-do-	11	28/-	Fitter.	55-3-85-4-105	55/-	-do-
3.	" D.A.Kurle.	-do-	23	32/-	-do-	-do-	55/-	-do-
4.	" S.A.Savandatte.	-do-	15	12/-	Oilman.	35-1-50.	35/-	-do-
5.	" Nazam Farid Nadaf.	-do-	23	16/-	Turnkey.	30-1/2-35.	30/-	1-12-1950.
6.	" Shankar Dattoo.	-do-	4	10/-	Peon.	30-1/2-35	30/-	-do-
7.	" Mohmad Hasan Kurne.	-do-	22	18/-	Coolie.	30-1/2-35	30/-	-do-
	(II) Jamkhandi Water Works.							
1.	Mr. Y.N.Bhaiskar.	Permt.	28	51/-	Driver.	60-4-100	68/-	1-12-49.
2.	" R.G.Ayachit.	-do-	12	29/-	Karkoon.	46-3-85-	46/-	-do-
3.	" A.W.Gokhale.	-do-	20	28/-	-do-	-do-	46/-	-do-
4.	" M.N.Nalage.	-do-	18	28/-	Asstt.Store-Keeper	46-3-85-4-105.	46/-	-do-
5.	" Sidu Babaji Kamble.	-do-	22	35/-	Fitter	55-3-85-4-105.	55/-	-do-
6.	" A.B.Parulekar.	-do-	11	28/-	-do-	-do-	55/-	-do-
7.	" B.Y.Natikar.	-do-	18	28/-	-do-	-do-	55/-	-do-
8.	" A.G.Karkar.	-do-	22	16/-	Coolie.	30-1/2-35	30/-	1-12-1950.
9.	" K.B.Algur.	-do-	22	18/-	-do-	-do-	30/-	-do-

2.....

1.	2.	3.	4.	5.	6.	7.	8.	9.
	(II) Jamkhandi Works (Contd:)							
10.	Mr. R.A.Ainapure.	Permt.	18	18	Coolie	30-1/2-35.	30/-	1-12-1950.
11.	" R.S.Ghugri.	-do-	1	15/-	Oilman.	35-1-50.	35/-	1-12-1949.
12.	" B.D.Hatti.	-do-	1	15/-	Cleaner.	30-1/2-35	30/-	1-12-1950.
13.	" T.L.Koravi.	-do-	11	17/-	Coolie.	30-1/2-35	30/-	-do-
14.	" Y.B.Ankalgi.	-do-	11	17/-	Coolie.	-do-	30/-	-do-
15.	" M.B.Temboli.	-do-	11	17/-	Chowkidar.	-do-	30/-	-do-
16.	" A.S.Hakke.	-do-	10/-	17/-	Coolie.	-do-	30/-	-do-
17.	" C.R.Bhanu.	-do-	4	13/-	Peon.	-do-	30/-	-do-

xx
Public Health Engineer
to Government.

DWK/13-7-49.

Office Order No. 153 of 1949.

Poona 1, 16th July 1949.

The Kurundwad and Jamkhandi Water Works, with the staff working thereunder having been taken over by the Public Health Circle, as per Govt.Orders contained in G.C.M.,P.W.D. No.9738/36, dated the 23rd July 1948, the Public Health Engineer to the Government of Bombay, Poona, is pleased to absorb the services of the Personnel (as given in the statement attached), in the cadres and designations shown against each. He is further pleased to fix the pays of the personnel in accordance with the orders contained in G.R.,Pol. & Services Deptt.No. 2735/46-II, dated the 20th May 1949. The revised pay fixed against each should take effect from 1st December 1948, in accordance with para. 2 of G.R.,Pol.& Services Deptt. No.2735/46, dated the 28th March 1949.

D.A. one statement.

Sd/- S.E.Wadia,
Public Health Engineer
to Government.

.....

No. 7237 of 1949,

Poona 1, 16th July 1949.

Copy forwarded with compliments, for information, to:-

(1) The Secretary to Government,Political & Services Department,Bombay, with reference to Government R.P.& S. Department No. 2735/36-II, dated 20.5.49.

(2) The Secretary to Government, Public Works Department, Bombay, with reference to G.C.M.,P.W.D. No.9697/36, dated 4-10-1948.

(3) The Accountant General, Bombay.

(4) The Chief Administrator, Sangli.

D.A. 1 statement.
DWK 13-7-49.

Public Health Engineer
to Government.

Copy, together with a copy of the Statement, forwarded with compliments, for information, to:-

(1) The Executive Engineer, Karnatak Sanitary Divn., Dharwar, The arrears of pay due to staff, should be drawn and paid to the staff during the current year.

(2) The Sub-Divisional Officer, Miraj Sanitary Sub-Divn.,Miraj.

D.A. 1 statement.

EXPRESS LETTER.

From - Restis, Bombay.

To - All Collectors.

No. 2967/46/9475-G. Bombay Castle, 20th August 1949.

It has been brought to the notice of Government that in the cases of State servants who have not been absorbed in Government service for one reason or the other there has been delay in taking action in respect of their notice period, leave, pension etc., and that this has caused hardships. All the Collectors are therefore requested to see that such cases are disposed of as expeditiously as possible in accordance with the Rules accompanying Government Resolution, Political and Services Department, No, 2735/46, dated the 18th July 1949 Cases which are required to be referred to Government for further orders should be submitted to Government in the respective Departments without delay.

J.CHAVES,
For Chief Secretary to the Government of Bombay,
Political and Services Department.

Copy forwarded with compliments for information.

To/--

All Commissioners of Divisions.

All Departments of the Secretariat (Except the Separate Deptt.)

Id/-

SUMMARY STATEMENT OF STATE-OWNED GENERATING STATIONS OF THE FOLLOWING STATES WHICH HAVE MERGED INTO BOMBAY PROVINCE (FIGURES RELATE TO YEAR ENDING DECEMBER 1946).

No.	Name of State.	Town whire the power house is located.	Prime Mover	Installed Capacity T	Max. Demand kW.	Energy Generated kWh.	Engergy sold kWh.	System of supply.
						Thousands	Thousands	
1.	Akalkot State	Akalkot	Diesel engine.	(2 x 50 - 167 (1 x 67 -	Figures not available			A.C. - 3 Ø - 1 Ø
2.	Bansda State	Bansda	Steam Engine Diesel "	(1 x 80 = 150 (1 x 70	110	141	125	D.C.- 2 Wire.
3.	Chota Udepur	Chota Udepur.	Steam Engine.	(2 x55 (1 x 60 = 170	99	498	368	(A. C.-3 Ø (D.C. -2 Wire.
4.	Dharampur State.	Dharampur.	Diesel Engine.	(1x 25 (1 x 50 = 140 (1 x 65	62	183	145	D.C.- 3 wire. -2 Wire.
5.	Idar State.	Himatnagar.	" "	(1 x 60 = 160 (1 x100	95	232	210	D.C. 002 wire.
6.	Janjira State.	Murud.	" "	(2 x 20 = 93 (1 x 10 (1 x 13 (1 x 30.	59	93	88	D.C. 0- 2 wire.
7.	Rajpipla State.	Rijpipla	" "	(1 x 220 = 530 (1 x 200 (1 x 110	229	575	548	A.C. -- 3 Ø -1 Ø
8.	Sachi State.	Dumas.	" "	1 1x 32 = 42 9(1 x 10	23	61	56	A.C.-- 3 Ø 0- 1 Ø
9.	Sangli State.	Sangli.	" "	(2 x 100 = 450 (1 x 250	320	1241	1050	A.C. --3 Ø
10.	Sant State.	Santrampur	" "	(1 x 56 = 118 (1 x 32 (1 x 30	50	54	50	D.C. - 3 wire. 2 wire.

NOTE:- The Generating Stations in the following States, which have merged into Bombay Province not included in the following above list are:-
(A) Private;- 1. Cambay. 2. Mirj. 3. Phalton.
(B) Munuciapl controlled;- 1. Savanur. 2. Palanpur.

No. E. 10(misc)1754
Electric Grid Offices,
Foreshore Road,
Bombay 1. 10th November, 1948.

CONFIDENTIAL
letter.
VERY URGENT.

To

The Secretary to Government,
Public Works Department,
Bombay.

Subject:- Absorption of officers and servants of the States which have been integrated with the Province of Bombay.

This has reference to the confidential Government Circular, Political and Services Department, No. 2735/46-F, dated 28th October, 1948, & P.W.D. Express letter No. 9697/36-E (I) dated 9th November, 1948.

2. From such information as is available to me, there are about 10 (ten) small power houses owned and operated by the Indian States, which have merged with the Province of Bombay. The list is attached hereto. It is presumed that these power houses are now being controlled by the concerned Administrators. I shall be obliged to know if their control is to be taken over from the Administrators by the Electric Grid Department. Pending receipt of Governmeny orders, it i s not possible for me to take any actinn on the above referred to Government Circular, which has been received by me to-day.

Sd/-
Electrical Commissioner,
with the Government of Bombay.

D.A.:- 1 list.
Copy forwarded with compliments to the Chief Secretary to Government, Political and Services Department, for informatinn.

Id/-

9697/36.
62578.
P.W.D.

E.B.(I).

In para 2 of G.C.M.No. 9738/36, dt. the 23-7-1948, the departmental administeration of the electrical works in all the ~~managed~~ merged states area has been entrusted to the El.Engr. to Govt. Two electrical Sub-Divn. have also been ~~ere~~- created ~~in Sub-Divn~~ in this connection in G. l. No. 9663/36-E(I),dt. the 28-7-48, and No. 9663/36-E(R),dt. the 27-8-1948, ~~E~~

In view of the above, the function of the Administrators concerned in respect of the ~~dee~~ electrical work~~s~~ in their respective Jurisdictions will be advisory.

2. It is presumed that the El.Engr. to Govt. will take necy., action in respect of the absorption of the offices and staff employed on the electrical works in the States. No specific action in therefore co-operated of the El. Commr. in the matters ~~B~~efore that officer is informed accordingly, these papers may be refd. to- u.o. ti the El.Engr. to Govt. for confimmation of the presumption.

Id/-
16-11-48.

Are there any other ~~lee~~ elecrtical power house at owned and the the by Govt.?

Id/-
10-4-

9697/36.
62578.

E.B.(I).

Resubmitted with refce. to the D.S. querry overpage.

2. The information is not available in this office. If appl., the El. Engr. may be requested to furnish this information also

Id/-
17-11-48.

Thro El. Br.
Id/-
17-11-48.

Id/-
17-11-48.

Confdl.

U.o.r. to the electrical, Engineer, to Govt. Dated the 17-11-48.

Below U.O.R. No. 9697/36/62578 dated the 17th November 1948. from Government in the Public Works Department.

No/ LRM. 31/4200 of 1948.

Bombay , 29th November 1948

Returned with compliments.

2. The presumption made in para 2 of the Secretariat Office Note, at page 5 ante. is correct. The details regarding the officers & and staff employed on the ~~lectrical~~ etc works in the merged states are being collected and the necessary action regarding their absorption will be ~~taken~~ by this office, in due course.

3. As regards the Deputy Secretary's querry, it is stated that from the information sofar obtained, it is ovserved that there are no other state-owned power houses, beyond those included in the list at page 1 ante. The necessary inquiries are, however, being made from the Chief Administrator's of the various states a and a further report will be made to Government, in due course.

d/-
Electrical Engineer to Govt.

Id/- 29-11-

9697/36.
66105.

E.E.(I).

Submitted with refce. to the u.o.r. dt. the 17-11-1948.

2. Para. 1 of the El. Engineer's n.o.m. :- The El. Engr. has confirmed the presumption made in para. 2 of the O.IN. dt. the 16-11-1948, The El.Commn. may now be replied as per draft put up.

3. Para 3 -do- The further report promised by the El.Engr. in respect of edue- electrical powers houses owned and ~~sum~~ ~~run~~ by Govt. may be awaited.

Id/-
6-12-48.

Thro: E .B.(II). El Br.

Id/-
6-12-48.

Id/-
6-12-48.

I /- 7-12-48.

9697/36.
6610S

Letter.

No. 9697/36.E(I).

P.W.D.
B.C., 8th Dec. 1948.

To

The El.Commnr. with the Govt. of Bombay.

Subject:- Absorption of offices and servants of the states which have been anterpated with the Province of Bombay.

Reference:- Your letter No. E.10(Misc.)/17541, dt, the 10-11-1948.

2. The departmental administration of the electrical works in all the marged states area has been entrusted to the El. Engr. to Govt. vide the last sentence of para.2 of G.C.M. No. 9838/36, dt. the 23-7-1948. The power ~~heurs~~ houses in question are, therefore, under the administrative control of the office. who is taking necy. action in respect of the absorption of the staff attached to the power hours No action need therefore be taken by your in the matter.

Id/-
8-12-48,
D.A.Nil.

Copy to the El. Engr to the Govt, for information and guidance.

Id/-
7-12-

Letter.

No. 9697/36-E(I) 1.

Public Works Department,
Bombay Castle, 10th February 1949.

To

The Chief Secretary to the Government of Bombay,
Political and Services Department.

Subject:- Absorption of officers of the States which have been intergrated with the Province of Bombay.

Reference:- Youe Memorandum No. 2967/46-G, dated the 1st February 1949.

2. A list of State Engineers who have already been absorbed in the Provincial Services, or whose cases are under consideration, is forwarded herewith. No other officer has been discharged, till now, so far as this Department is concerned.

By order of the Governor of Bombay.

Sd/- D.N.Darnwala.
For Deputy Secretary to the Government,
of Bombay, Public Works Department,

D.A.- List referred to.

Copy of a demi-official letter, dated the 17th April 1948 from the Commissioner, Central Division, to the Chief Secretary, to Government, Political and Services Department

---

This is with reference to the discussion, which I had with you on 12th and yesterday, in regard to the persons employed in the States which have recently merged in this Province. You agreed with my view that we should treat these persons generous: My recommendations in regard to them are as follows:-

(1) The following classes of State employees should be retired as soon as possible:-

(a) All persons, who wish to retire from service.

(b) Persons employed for a specified period, (e.g. upto 31-3-1948,) therefore several cases of this kind in Phaltan), where such period has expired.

(c) All persons over 55 (expept a few whom it is considered desirable to retain until assigned to them can be made) should be retired on the expiry of the period of notices given to them. In cases where such notices have not been given, one month's notice should be given immediately.

(d) Temporary employees, whose services are no longer required

(2) Of the rest, persons, who are unqualified or who have a bad record or who are for any otherreasonsconsidered to be unfit for further employment under Government, should also be discharged on the expiry of the period of notices given to them, or where such notices have not been given, after giving them one month's notice.

(3) Every effort should be made to absorb as many of the remaining persons as possible in the regular Bombay Services Cadres, Those who cannot be so absorbed may ne discharged after giving one month's notive.

(4) All the leave that is admissible under the State's Service Rules should be granted to persons who are not to be retained in Government Services.

(5) Incases in which notices have not been givnen already. the one months notice should be given before or as soon as the employee proceed on leave so that they can be retired with effect from the date of the expiry of the leave.

(6) The period of serivice, which will entitle a person to earn a pension, may be reduced to 10 years, All permanent employees who are discharged and who have put in 10 or mote years' service should be given proportionate pension. These who have put in less than 10years service may be given gratuity equal to one month's payef for each year of service.

(7) In determining to which post any such persons should be appointed, regard shouldbe had mainly to his qualifications and experience and not to his present pay, which may be taken into consideration only for the pur-pose of fixing his seniority and the pay ot be given to him in the time scale of the post to which he is to be appointed.

(8) On absoption in Government services suchpersons should be given the time scales of pay fixed for the posts to which they are appointed, if the pay which any such person is at present having do notfit in the itme scale of the post to which he is appointed hewould be allowed to draw initial pay at the stage of the time scale nextamount his present substantive pay. In case the manimum payof the post is greater than that he is drawing at present, he should be given the mimimum pay of that post.

As I request on the telephone yesterday, early orders may be passed on the suggestions made in (1) above.

There is no objection to accept the following recommendation of the Commissioner, Central Division:-

(1) (a) It is understood that no official pressure would be brought on them.

(b) provided the original orders of appointment definitely mentioned the period and no hope was held out that the period would be extended.

(c) provided the orders of appointement clearly states that the appointments are temporary and liable to be dispensed with at any time There are sometime cases of persons being continued in temporary service for as many as ten years.

Such cases will have to be treated sympathetically. I think it might be reasonale to consider sympathetically cases of temporary employees who have been in temporary services for more than five years.

(2) We cannot dispense with the services of State employees merely on the ground that they are unqualified. Those of them who are capable and honest should be continued, whole those whose record is consistently bad should be discharged after giving a fresh one month's notice. A statement of all such cases shold however, be prepared and submitted to Government for their approval before orders of discharged are served on them.

(3) In view of the assurance given by the Premier we must do everything in our power to absorb all the remaining ex employees. It might be possible to absorb many of them as teachers in primary schools or as clerks in survey parties. If allthese efforts fails and the persons are found to be superflous the question of terminating that services will have to be considered and proposals submitted to Government in the matter.

(4), (5) and (6) . In thismatter we shouldbe generous as far as possible.

(7) ,(8) will Secretary.F.D. please let me have views, so that, if necessary, the whole matter could be considered in a Conference of Secretaries before submitting the proposals to Government for their approval. ?

dd- M.D.B(hat).
20/4/

Secy. F.D.

Finance Department. (C).

Submitted after discussion with Secretary.

(2). The points raised by the Commissioner with regard to employees of States which have merged with the Provinces of Bombay can be broddly divided into:

(i) Who should be Bischarged and who should be retained in Government services?

(ii) What terms of leve and pension(or gratuity) should be given to those who are dicharged ? (iii)

(iii). What pay and seniority should be given to these who are retained in Government Service?. These points are examined below.

3. Regarding (i) above, we may agree, that the employees referred to at 1(c) 1(d) and (2) in the Commissioner's letter as modified by Chief Secretary's note may be discharged from Government Service, As regards employees referred to at 1(a) and 1(b) it is a question whether we should allow all employees who want to retire to do so. Administration of the States though as a much smaller and unimportant unit (say a Taluka) must go on and for that Government will surely need the services of some employees of the States. The question will, however, depend upon whether the States were over staffed, or under-staffed according to our standards. If it is found that the States were over-staffed, it will be a good policy to allow all who want to reite to do so. But if the States were under-staffed, it will be better if the rule is that only those persons who cannot be absorbed in Government service (for reasons referred to at 1(c), 1(d) and (2) in Commissioner's letter) should be allowed to go and not others.

4. With regard to (ii) above, we do not know which rules regarding leave and pension the States followed. We may, however, agree with the Commissioner that those who are to be discharged should be given all leave due other than leave on medical certificate. This concessionnshould, however, be restricted only to those employees who were in permanent and pensionable emplyy of the States. Others e.g. temporary employees need not be given the concession. The amount of leave may be as admissible under the rules of the State concenred or if there are no rules under B.C.S.Rs. In allowing all leave due, however, we may pleace before us the retirement concessions of 1931.(G.R.,F.D. No. 2749; dated the 12th December 1931) as a model. It may, therefore, be stated that while allowing all leave due the following limitations should be imposed.

Servants who are in Suberior Service:-

These may be allowed all leave due and admissible whether they are new entrants or old entrants provided that such leave does

leave does not extend:

(i) beyond a data 28 months from the date of retrenchment,

(ii) beyond a date on which the person concerned attained the age of superannuation,

(iii) beyond the date on which the person concerned asked that his pension should commence.

whichever of these dates is earliest.

Servatnts who are in inferior service:-

Those who are required to retire may be served with three months notive of discharge and should be either be retained in service till the expiry of this peiod or if required to quit service before its expiry, granted leave on average pay, whether due or not, for the remaining period. Inferior servants who volunteer to retire may be granted such leave on average pay limited to three months (other than leave on medical certififate) as may be admissible.

5. As regards pension, the Commissioner's suggestion to allow proportionate pensiton probably refers to "proportionat pension" admissible only to Secretary of States' Officers. It is unnecessary to extend that concession to the employees of the States. We may suggest that the employees to be discharged may be given compensation pension or gratuity under B.C.S.R. 266 read with B.C.S.R.288 The scale of pension (whether pension is admissible) should be Scale IV in B.C.S.R. 282. The Commissioner refers to 10 years(service. Since pensionunder the B.C.S.Rs. is based on duty and not services this should be altered to " 9 years' duty".

6. With regard to (3) abovem we may agree with the Commissioners that in determining to which posts any such person should be appointed, regard should be had mainly to his qualification and experience and not pay. Generally these persons should be taken over in corresponding services under this Govt. In the case of persons so taken up the question arises as to how their seniority should be fixed.

7. In this connection, clauses IV, V and VI of the G.R.,P.&SD

No. 1868/46,dated 5-1-48 which regulates seniority of refugees from Pakistan taken up in posts under this Government, would prove as a useful guide and perhaps the rules in this case also may be framed on similar lines. It may suffice, for example, if we lay down that all permanent Governments in the various States when appointed to posts under the Bombay Government should be given their seniority in the particular cadre or services to which he may be appointed according to the dates on which they joined the service of the States. Their future promotion should be regulated according to this seniority-vis-a-vis other persons in their cadre. These points should, however, be considered in the P.& S.D.

8. In the case of temporary servants of these States no such concession about seniority need be given and They should ordinarily find themselves last in the cadre or service to which they may be appointed.

9. F.D. may be agree with the Commissioner that if the minimum pay of a post to which a person from under State employ has been appointed is more than the pay of the person while under state employ, he should be given the minimum of the scale. The question arises only if it is more than the minimum of the scale. The recommendation made by the Commission is this connection appears rather liaberal (especially that about next higher stage). F.D. may suggest that the pay in such cases should be governed according to principles embodies in B.C.S .R. 41, their substantive pay in the States being taken as pay for purposes of B.C.S.R.41(a) . It may also be further ruled that in no case such pay should exceed the maximum of the time scale of pay to which the person might be appointed.

10. It has also been stated that the cases of persons with more than 5 years service are to be considered sympathetically If any of such persons are appointed they would under the rules get the manimum of the time scale. However, a liberal attitude may be taken and credit may be given for their past service according to the principles of B.C.S.R. 67 as follows:*

Services	Increments.
Less than 5 years.	Nil
5 years and more, but less than 7½ years.	1 increment.
7½ years and more, but less than 10 years.	2 increments.
10 years.	3 increments.
10 years and more.	3 increments.

Id/- B.V.2/5/-

Extract from the letter from the Commissioner, Central Division, No. A.D.M. 3/767, dated the 3rd January 1949.

As regards (ii) I do not agree with the Collector of Poona's suggestion of giving credit for the past services in the ratio of 1: $\frac{2}{3}$ etc. I suggest that the pay of the State servants as it stood on the date of absorption may be refixed in accordance with the principles laid down in rule 8 of the Bombay Revision of pay Scales Rules, 1948. the term "present pay" being interpreted to mean the pay drawn by the State servant in the scale in force in the States on the date of absorption int o Government service. The pay so fixed shall form the basis of seniority of the State servants vis-a-vis Government Servants.

Political and Services Deptt.
F.Branch.

The two points for consideration are as under:-

(i) Relation of educational qualifications in respect of State employees who are proposed to be absorbed as clerks etc.

(ii) fixation of seniority of State Servants viz-a-viz Government Servants.

As regards (i) above, the view taken by the Commissioner, Central Division appears to be correct. The conditions of educational qualifications laid down in the Bombay Civil Services Classific tion and Recruitments Rules may be relaxed in favour of State employees proposed to be absorbed in Bombay Government Service, subject et to the other conditions mentioned by the Commissioner, vide 'A' of his letter Necessary order to this effect may issue.

As regards (ii) above, the question is separately under consideration and the Commissioner's suggestion thatthe pay of

of a State servant as it stood on absorption may be refixed in accordance with the priniples laid down in rule 8 of the Bombay Revision of Pay Scales Rules, 1948 and that seniority may be fixed accordingly, will be taken into consideration which dealing with that question.

(through D.).

Id/-
22-1-48
24.

Id/-
24-1-49.

A$ at 'A' above.
Id/--J.G.
25-1-49.

Copy* should be sent to all Chief Administraetors.

I agree* with 'A' gegards (B' the matter should be considered at the conference of Secretaries before a decision is taken. Necessary Note may be put up for the meeting..

Id/- M.D.B. 25-1.

Resubmitted.
2. Draft letter put up may issue.
Id/-26-1-49. Id/- J.C.

What about 'X' overleaf?
Id/- J.C.

Note is being submitted separately.
Id/- 26-1-49.

It has been decided that the question of laying down general principles for the fixation of seniority of the absorbed State Servants vis-a-vis other persons in the cadres in which they are absorbed should be taekn up urgently. In Government Resolution, Political and Services Department, No, 2735/46, dated the 7th September 1948, certain general Rules as gegards the absorption and discharge of State servants have been laid down. (The main rule underlying this Government Resolution has been regerred to Finance Department in connection with the proposal for liberalising the retrenchment concessions to the discharged State Servants.

(Please see C.S(a note at page 19 ante. The necessary Note is put up). Id/- J.C. 28-1-48

2. The outstanding questions that will new have to be settled in the Conference are:

(1) Principles for the fixation of the seniority of the absorbed persons vis-a-vis other in the cadres in which they they are absorbed.

(2) The fixation of the initial pay when a State servant was drawing a higher pay than the minimum of the scale of the post

the scale of the post in which it is decided to absorb him.

3. It may be stated at the outset that but for the assurance giving in the collateral letter to the Agreement of marger that the State servants as far as possible would be absorbed on condition similar to what they were entitled to before the 1st of December 1947, the absorbed State servants could have been made to start at the bottom of the cadre. In view of the assurance it will be necessary to lay down some liberal conditions having regard to their previous service also. Finance Department has suggested that clauses iv, v, vi, of Government Resolution Political and Services Department with the appointment of non-muslim refugees from Pakistan in Civil service would prove as a use-ful guide and rules in case of State servants may also be framed on similar lines. It may be stated that the cases of State servants and non-muslim regugees from Pakistan are not on a par. The State employees in general do not possess similar education qualifications and conditions of services available in States were also not similar to those in the Provinces. If therefore state servants are given seniority vis-a-vis Government servants as if they had been in service of this Government servants working in the respective cadres will be affected but also such liberalization would mean giving undue credit to the past service of State employees.

4. Instead of following this course, it seems more desirable if the pay of State employees is refixed having regard to their past (State) service and they are given seniority on the basis of their revised pay. If this suggestion is accepted, the point that needs consideration is the basis on which the pay should be refixed. In the case of persons who were drawing less than the mumimum of the scale of the post in which they are to be absorbed, it appears the question would not present any difficulty as they can be taken up as new entrants, taking their place at the bottom of the cadre. In the case of others* there are two alternative for fixation of pay viz:- * i.e. those who were drawing a salary higher than the mumimum of the scale of the new post.

(1) The Commissioner, Central Division has suggesved that

(1) The Commissioner, Central Division has suggested that the pay of State servants may be refixed in accordance with the principles laid down in rule 8 of the Bombay Revision of Pay Scales Rules, 1948. According to this Rules a State servant will be entitled for increments as stated below:-

Service.	Increments.
(i) For the first three completed years of service	One increment for each completed year of service.
(ii) For every three completed years of service, after the first three completed years.	One increments

2. Finance Department has stated that increments should be granted on the following basis:-

Service	Increments
Less than 5 years	NIL.
5 years and more but less than 7½ years	1 Increment
7½ years and more but less than 10 years	2 increments.
10 years and more.	3 increments.

The second alternative suggested by Finance Department appears to be reasonable. It may be stated that the pay of semi-Government servants and temporary servants from Pakistam has been refixed on this basis. The pay of State servants may also be refixed on this basis and their seniority vis-a-vis Government servants maybe fixed in accordance with their revieved pay.

It may however be pointed out here that the course suggested at (2) above might present some difficulty in eertain indicidual cases where the absorbed State servants were drawing in the State a salary very much higher than the munimum of the payscale of the new post. In those cases the difficulty would arises as to whether their pay in the new posts should be refixed, having regard to the oay that was drawn in the old posts or to the years of service out in by the persons in the state service. For the sake of uniformity it appears it will be better to stick to the criterion of the years of service though in some cases it might result in the person concerned drawing somewhat lesser pay in the new post than what he was drawing in the old post, for the time being (through 'D').

(through 'D').

Id/- 28-1-49. Id/- 28-1-49.

Id/- J.C.
29-1-49.

Copy of the Note may please be supplied to Secretaries (Joint Cercretaries) to day, so that they would have sufficient time to study the case before the meeting on Tuesday next.

Id/- M.D.B.
11/2.

P. & S.D.

Copy of Political and Services Department note dated the 11th February 1949 and its accompaniments, regarding fixation of pay and seniority of State servants vis-a-cis Government servants on their absorption in Government service.

No. 2735/46-435-F.
Political and Services Deptt.
Bombay Castle, 11th Feb. 1948.

Forwarded with compliments to ;-

All Secretaries (including Joint Secretaries, Education and Industries Deparrment and Civil Supplies Department.)

2. The question will be discussed in the meeting of the Se Secretaries which will be held on Thursday the 17th February.1949.

By order of Governor of Bombay.
Sd/-
For Chief Secretary to the Government of Bombay.
Political and Services Department.

Secy. (R. & B.).

Id/-
12-2

Public Works Department

E.B.(I).

These notes relate to the fixation of the pay and seniority of State servants on their absorption in the Provincial Services. The different suggestions made in this connection are extracted below for easy reference:-

2. The Finance Department has suggested that All Permanent Servants in the States, when appointed to posts under This Government should be given their seniority according to the dates on which they joined service in the States. Their future promotion shouldbe regulated according to this seniority vis-a-vis other persons in their Cadre.

3. As regards Temporary servants of theStates, the Finance Department considera that no such seniority should be given. They should ordinarily find themselves last in the Cadre or service. If the minimum pay of a post to which a State servant is appointed is more than the pay of the persons while under State employ, he should be given the mimimum of the scale. If the pay while under State employ is mor than the mimmum. then. The Finance Deparyment suggests, it should be governed according to the principles embodies in B.C.S.R. 41.

4. In the case of State servants who have put in more than 2 years' service, and who would, under the rules, get the minimum of the time-scale, a liberal attitude has been recommended by the application of the principles of B.C.S.R. 67 a as follows:-

Service.	Increment.
Less than 5 years.	Nil.
5 years and more, but less than 7½ years.	1 increment.
7½ years and more, but less than 10 years.	2 increments.
10 years and more.	3 increments.

5. The Commissioner, Central Division, has suggested that the pay of the State servants, as it stood on the date of absorption, may be refixed in

in accordance with the principles laid down in rule 8 of the Bombay Revision of Pay Scales Rules, 1948. The pay thus fixed shall form the basis for seniority of the State servant vis-a-vis Government servants. According to this rule the pay in the new scale will be fixed as shown below:-

Service.	Increments.
(1) For first three completed years.	One increment for each completed year.
(2) For the next every three completed years of service.	One increment.

6. The Political and Services Department considers that if the State servants as if they had been in service of this Government from the beginning, not only the interests of Government servants working in the respective Cadres will be affected, but also such liberalization would mean giving undue credit to the past service of such State employees. Instead of this, that Department suggests that they should be given seniority on the basis of their revised pay. that Department considers that in the case of those State servants who were drawing more than the minimum of the pay of the new post, the initial pay should be in accordance with the principles embodied in E.C.S.R. 67.

7. Persons who were drawing less than the minimum of the scale of the new post. THE Political and Services Department agrees with the Finance Department, can be taken as new entrants, taking their place at the bottom of the Cadre.

8. In the case of those who were drawing, in the State a salary very much higher than the minimum of the new pay-scale, the pay should be refixed, having regard to the years of service put in by them, though, in some cases, it might result in the person concerned drawing some what lesser pay in the new post.

9. It is seen from the particulars of State Engineers, received in this office, that some them, though fully-qualified and have have put in long service in the States, were in receipt of pay much less than the minimum of the pay scale of the post to which they have been proposed

THE PAY scale of the post to which they have been proposed to be anpointed. To cite an instance, Mr.V.P.Kanhere, B.E., has put in a service (presumably, permanent) of 17 years and 11 months in the Bhor State as its State Engineer. His pay on the date of the intergration of the State was only Rs. 175/- He has been proposed to be appointed as a Deputy Executive Engineer on the mimimum of the pay scale applicable to Deputy Engineers viz. Rs. 220/-, with reference to his pay before the integration of the State. It seems that such persons deserve to be treated somewhat more liberally and appointed on a higher starting pay than the minimum. Perhaps this Department may recommend that the principles embodied in the B.C.S.R. 67 may be made applicable to all cases irrespective of the paythey were drawing in the States.

Id-/-
16-2-1949. Through E.B.(II).

10. In general this Deptt. may support the view of the P.& S.D. as outlined in paras 6-8 above, subject to the condition that in no case the state servant will be treated more liberally then the treatment given in matters of pay and seniarity to persons already in Government service, in this Province.

Id/-
17-2-49.

Id/-
12-2-1949.

Id/-
17-2-49.

Id/-
17-2-

Finance Department.

Fixation of pay and seniority of State Servants absorbed in Government Service.

The draft rules in this regard proposed in para.6 of Finance Department note of 18th March 1949 were discussed at the Secretaries' meeting to day. The proposals were approved with the following modifications, in the light of which the rules should please be recast and submitted to the C.S.:-

(1) Baroda and Kolhapur should be excluded from the operation of these rules, since we do not know what specific problems these states will present and whether the proposed rules will be suitable in their case.

(2) Clause (b)(i) of rule 5(1): Where the substantive pay of the Government servant exceeds the maximum of the scale of the post in which he is proposed to be absorbed, the case should be reported to Government for orders. Also, all cases in which the pay drawn at the time of merger is higher, by 20 per cent or more, than the pay on 1st August 1947 should be reported to Government for orders as to fixation of pay.

Clause (b) (ii). : "Completed years of service", to be taken into account for the calculating the number of increments over the mimimum should refer not merely to the post actually held on the eve of absorption, but also to any posts which preceded it, provided they carried similar pay and status.

Note below clause (b) (ii). : The criterion for distinguishing between permanent and temporary service, where not otherwise clear, should be 10 years instead of 15 years. Persons officiating in clear vacancies in permanent posts should be treated in the same manner as those substantively holding such posts.

SENIORITY.

Where several persons draw the same pay, all State servants will sutomatically rank below all existing ser

existing servants of the Government of Bombay. As between two State servants, seniority will be fixed on the basis of length of service in the State.

Id/-B.Venkatappiah).
29-3

F.D. X Br.

Finance Department.(X).

The accompanying draft fule is submitted for approval.

Id/- D.B.C.
30-3-49.

U.S.(S)
F.A.

Id/- D.H.D(amle) 30-3
Id/-H.S(antos).
31-3

Secy.

The draft rule on pp.9-11 embodies the decisions reached in Secretaries' meeting of 29-3-49.

Nottyped Draft Rule as finally revised is given at pages 6-8 nost.

2. Today, Dr, Jivraj Mehta, on behalf of Baroda, has suggested that, instead of merely the higher atage as at A on p. 9, one or two more increments should be provided for on the basis of length of service in a corresponding post- somewhat as follows:-

or other suitable formula	3 years service and under-	Next higher stage (as in draft fule)
	Over 3 years upto and including 5 years.	Next higher stage plus 1 increment.
	Over 5 years.	Next higher stage plus 2 increments.

3. Would F.D. please examine this? Is it likely to be too liaberal?.

Id/- B.V(enkatappiah).
1-4-

Finance Department (X).

Submitted with refce. to Secy's. Note dated 1-4-49.

2. The formula suggested in para 2 of Secy.'s note will be liberal only in cases in which the payscales (or the initial stages of the pay-scales) scantioned by the State are more or less equal to or higher than the scales of corresponding posts under this Govt. Such cases are not likely to arise in the case of the states other than Baroda and Kolhapur.

Kolhapur. In the case of Baroda, however, it may be noted that there are some classes of posts which carry higher starting pay or a higher pay-scale than that of corresponding posts under this Go-vt., as will be seen from the following examples:-

Class of posts &	Maroda Scale. Rs.	Bombay Scale. Rs.
Stenographers.	120-10/2-150-15/2-200.	100-5-125-6-195-8-225 (E.B.at 155).
Graduate Teachers in secondary schools.	80-5/2-150-15/2-180.	70-5-130-E.B.-6-160-8-200.
Primary teachers.	(i) 80-10/2-100 (ii) 40-5/2-80	(i) 65-2½-90(Selection grade) (ii) 40-1-50-50-E.B.-1½-65.
Forest rangers.	100-10/2-150-15/2-200	(i) 200-10-240(Selection grade) (ii) 80-5-100-8-140-E. B. -10-200.

The formula will give the incumbents of the posts mentioned above higher pay than they would have drawn had thier entire service been rendered in the Bombay scale There are not, however, many classes of posts of the kind-m mentioned above. The formula can, therefore, be adopted with the addition of a proviso to the effect that the pay fixed should not be higher than if the entire service had been rendered in the Bombay scale. This concession may be granted only to permanent state servants. Sub-clause(b) may be redrafted as follows:-

"(b) If the basic pay drawn in State service on the date of absorption exceeds the minimum of the scale of the post in which he is absorbed, initial pay should be fixed under sub-clause (i) or sub-clause(ii) of this clause, as the case may be:-

(i) If the basic pay is his substantive pay (as defined in Note 2 below,) initial pay according to the following formula:-

Completed years of service in the cadre (as defined in Note 3 below) in which he served on the date of absorption.

L

Completed years of service in the cadre (as defined in Note 8 below) in which he served on the date of absorption.	Initial pay.
3 year's service and under	Next higher stage.
Over 3 years but not over 5 years.	Next higher stage plus one increment.
Over 5 years.	Next higher stage plus two increment.

Provided that the initial pay so fixed should not exceed the pay which would have been admissible had his entire service in the cadre been rendered in the scale of the post in which he is absorbed.

Note 1. If the basic pay referred to above is equal to the maximum of the scale of the post in which the State servant is absorbed, the maximum should be given. Cases in which the basic pay exceeds the maximum of the scale or is higher, by 20 per cent or more, han the basic pay drawn in State service on 1st August 1947 (or on the date of entry into State serice, if it is later than 1st August 1948) should be reported to Government, for orders as to fixation of pay."

The rest of the draft rule at a page 9-11 ante. may be retained with the modifications shown in pencil.

*Not typed. Draft rule as finally revised is given a page 6-c post.

3. The rule as modified above can be applied to State servants of Baroda and Kolhapur as well. If it is decided to do so, sub-clause (3) on page 11 and the words in brackets in sub-clause (1) on page 9 ante may be deleted.

Id/- B.C./ 5-4-49.

U.S.(S). Id/- M.V.T(ilve)
6/4

F.A. Id/- U.S(antos).
6/4

Secy.

*Please see pp. 7 and 8 for the decisions reached at the Secretaries' meeting, and the suggestions later made by Dr. Jivraj Mehta.

pages1 & 2 ante.

2. The draft ules now proposed by F.D. embody the decisions and the suggestions. I think they may be applied to all the States concerned, including Baroda and Kolhapur.

3, If C.S. thinks it desirable that the draft, as it has now emerged, should be discussed by Secretaries beforeit is finally approved, copies will be circulated for the next meeting* of the Secretaries.

Id/- B.V(enkatappiah)
7/4

*I shall however be away at Delhi on the 11th Id/-B.V.

C.S. This will be discussed at the next meeting of the Secretaries which will be held on 14th April at 11 A.M.

Copies of the revised proposals may please be circulated to Secretaries before the meeting.

Id/-M.D.B(hat).
8/4

Secy. F.D.

Draft rule 5.

(to replace rule 5 of the Rules appended to G.R.,P.& S.D. No. 2735/46, dated 7th September 1948).

5(1) On his absorption in Government service, the initial pay of a servant of a State which has been merged or intergrated with the Procinee of Bombay should be fixed as follows:-

(a) If the basic pay drawn in State service onthe date of absopption is less than the minimum of the scale of the post in which he is absorbed, the minimum should be given.

(b) If the basic pay drawn in State service on the daye of absorption exceeds the minimum of the scale of the post in which he is absorbed, initial pay should be fixed under sub-clause (i) or sub-clause (ii) of this clause, as the case may be :-

(i). If the basic pay is his substantive pay(as defined in Note 2 below,) initial pay according to the following formula--

Completed years of service in the cadre (as definedin Note 3 below) in which he served on the date of absorption.	Initial pay.
3. Years service and under	Next higher stage.
Over 3 years but not over 5 years.	Next higher stage Plus one increment.
Over 5 Years.	Next higher stage Plus two increments.

Provided that the initial pay so fixed should be not be exceed the pay which would have been admissible had he his

his entire service in the cadre been rendered in the scale of the post in which he is absorbed.

Note. 1. If the basic pay referred to above is equal to the maximum of the scale of the post in which the State Servant is absorbed, the maximum should be given. Cases in which the basic pay exceeds the maximum of the scale or is higher by 20 per cent or more, than the basic pay drawn in State service on 1st August 1947 (or on the date of entry into State service, if it is later than 1st August 1947) should be reported to Govt. for orders as to fixationof pay.

(ii) If the basic pay drawn on the date of absorption is not his substantive pay, he should be given the minimum of the scale of the post in which he is absorbed, increased by increments on the following scale---

Completed years of service in the cadre (as defined in Note 3 below) in which he served on the date of absorption.	No. of increments.
Less than 5 years.	Nil.
5 years and more but less than 7½ years.	One.
7½ years and more but less than 10 years.	Two.
10 years and more.	Three.

Provided that the initial pay so fixed shall not exceed the pay that would have been admissible under sub-clause (i) had the basic pay referred to above been his substantive pay.

Note 2. For purposes of clause (b), substantive pay in State service should be interpreted as basic pay drawn in a post held in a permanent capacity. If there is no clear distinction between permanent and temporary employees of a State, persons who have rendered not less than 10 years' continuous service should be regarded as permanent State servants. Persons officiating in clear vacancies in permanentposts should also be treated as holding the posts in a permanent capacity.

Note 3.:- The term "cadre" should be interpreted as comprising the post actually held on the dateof absorptinn and other posts which may have been held by the State servant

servant previously and which carry pay and status similar ~~servant previously and which carry pay and status similar~~ to those of the post held on the date of absorption.

(c) Both in cases covered by clause (a) and ~~in those~~ covered by clause (b) the next increment of the State servant should be granted on the date on which an increment is earned in the scale of the post in which he is absorbed.

(2) The seniority of the State servants shaorbed in Govt. service vis-a-vis Govt. servants should be fixed on the basis of the initial pay given to them in accordance with sub-clause (i) of this rule; i.e. a State servant should rank below the ~~ms~~ most junior Govt. servant drawing pay equal to or higher than the former's initial pay. As between two State servants whose initial pay is identical, seniority should be fixed on the basis of lingth of service in the State."

(Below copy of Finance Department notes dated 29.3.49, 1.4.49 and 7.4.49 regarding fixation of pay and seniority of State servants absorbed in Government service.)

No. 6567/33-X. Finance Department,
Bombay Castle, 11th April 1949.

Forwarded with compliments to;

All Secretaries (including Joint Secretary, Education and Industries Department.)

2. The question will be discussed at the meeting of the Secretaries to be held on Thursday the 14th April 1949.

By order of the Governor of Bombay,
Sd/V.D.Gangal.
For Secretary to the Government of Bombay,
Finance Department.

(Below copy of Finance Department Note dated 11th April 1949, regarding reduction in establishments.)

No. 6567/33-B. Finance Department.
Bombay Castle, 13th April 1949.

Forwarded with compliments to-

All Secretaries to Government.

2. The Subject matter of the notes will be discussed at the meeting of Secretaries to be held on Thursday, the 14th April 1949.

By order of the Governor of Bombay,
Sd/-
Under Sedretary to the Government of Bombay,
Finance Department.

Reduction in Estanlishmmtss.

In para 76 of its report, the Administrative Enquiry Committee examined in some detail the progress of expenditure in recent years on temporary establishemnt in Government offices. By an examination of the figures of expenditure under certain service heads, the Committee came to the conclusion that during the period from 1938-39 to 1946-47, the expenditure on temporary establishemnt had increased considerably. It therefore advised that a systematic plan for reducing the burden of temporary staff should be laid down, say, by instituting departmental enquiryies into the total volume of work which is now undertaken andwhich actually is likely to be undertaken in the near future. For this purpose it suggested that some persons possessing detailed knowledge of the organisation and plans of each department might be appointed for undertaking such an investigation.

2. When the Administrative Enquiry Committee made the recommendations above, its intention was as follows:-

(i) Eventually there should be established for the whole Province an Organisation and Methods Branch, which should continuously study the imporvem the organisation and methods of work followed in the various Government offices and make proposals for regulating the strength of the staff employed by them,

(ii) Pending the establishment of the Organisation and Methods Branch, the Administrative Enquiry Committee was of the view:-

(a) that a Committee of Assistant Secretaries should initi initiate Organisation and Methods work for the Secretariat, and

(b) a senior officer possessing the requisiste knowledge and experience should be likewise for the subordinate offices at head quarters and in the districts.

(iii) The senior officer referred to in (ii)(b) above, should at the same time make proposals for immediate retrenchment of surplus staff, specially temporary staff, in the subordinate

subordinate offices. Over and above this, he should be charged with the task of effecting retrenchment in the Secretaiat: the Committee of Assistant Secretaries mentioned in (ii) (a) above was, for obvious reasons, considered unsuitable for this purpose. In suggesting this, the Committee had in min d the work done by Mr. Shirlidy in 1927. It did not facour departmental Committees for retrenchment in the subordinate offices as it felt that such a Committee had not produced in the Civil Supplies Department anything like the same results as a headquarters committee had done.

4. This question was examined in the Finance Department and for the purpose of effecting reduction in the cost of establishemtns the following suggestions have been made:-

(i) A retrenchment officer should be appointed to review the work in the Secretariat Departments and in the subordinate offices at Headquarters and in the districts and to make recommendations for the reduction of staff.

(ii) Pending the enquiry suggested in (i) above, the head of every office should be asked to review the state of work in his office and submit immediate proposals for rationalisation and retrenchment to the head of his department, who will examine these proposals and submit a consolidated report to Government in respect of the whole department.

(iii) Speical action should be taken to effect immediate retrenchm nt in respect of P.W.R. activities the grants relating to which have been, or are going to be, cut in pursuance of renent decisions in this behalf.

(iv) Proposals for creation of additional posts should be examined with the greatest possible care and jealousy.

(v) An examination of contingent expenditure should be undertaken, preferably separately.

9697/36.
24769.

E.B.(I). P.W.D.

The F.D. has forwarded a draft of the revised Rule 5 of the Rules appended to G.R.,P.& S.D., No. 2735/46, dated the 7-9-1948, reg. fixation of pay and seniority of S State servants ansorbed in Govt. service, to be discussed ~~at the Secretaries Meeting to~~ be held on the 14-4-49.

2. The revised ~~rule~~ rule is now proposed to be applied in respect of the employees of all the merged States, ~~incld~~ including Kolhapur and Baroda. It seems to be in order and may perhaps be agreed to by this Deptt.

Id/-
18-4-49.

Through E.B.(II).

Id/-
13-4-49.

I am told that Secy,(I)is attending towards meetin
Id/- 13-4-49.

A note on reduction of establishment, which ~~wi~~ is an additional item of Agenda ~~d tommorow's meeting is~~ attached with tehse papers.

Secy.(I).

Id/- 13-4-49.